

1 An employee on furlough status holding seniority in more than one  
2 (1) Basic Classification, who refuses recall to one (1) of those  
3 classifications in their designated recall station, will be removed from that  
4 seniority list.

5  
6 The Company will consider qualified furloughed covered  
7 employees for vacancies under the Agreement prior to hiring new  
8 employees to fill such vacancies.

9  
10 Employees who are on furlough shall continue to accrue seniority  
11 for a maximum of five (5) years, and thereafter shall only maintain their  
12 seniority status while on furlough.

13  
14 Any furloughed employee accepting recall or bidding a job will  
15 return to the step on the pay scale occupied at the time of his furlough.  
16 Employees who have been on furlough for more than five (5) years will not  
17 be eligible for travel under the Company's sixty-five (65) Point Plan unless  
18 the employee returns to active service for a minimum of six (6) months.

19  
20 Employees hereunder who accept positions outside of the  
21 bargaining unit, within the Maintenance Department shall retain all accrued  
22 seniority. Any employee accepting a position outside of the bargaining unit,  
23 outside of the Maintenance Department shall retain all accrued seniority for  
24 one hundred eighty (180) days after leaving the bargaining unit and shall  
25 thereafter forfeit it.

26  
27 Employees who transfer to positions outside of the bargaining unit,  
28 within or outside of the Maintenance Department may, for a one hundred  
29 eighty (180) day period, exercise all seniority accrued in the case of a  
30 reduction in force, demotion, or should such employee voluntarily decide to  
31 return to a covered position, in accordance with the provisions of Article 10,  
32 paragraph (E) of this Agreement.

33  
34 After the expiration of the above prescribed period, any employee  
35 who transferred outside of the bargaining unit, within the Maintenance  
36 Department who returns to a position under this Agreement in the case of a  
37 reduction in force or demotion, may only exercise his Basic Classification  
38 seniority to displace the most junior employee in his respective  
39 classification and will be prohibited from bidding Premium Classification  
40 positions for a period of one hundred eighty (180) days from his date of  
41 return.

42  
43 **Inspector, Mechanic, Stock Clerk and Utility** employees may  
44 temporarily upgrade to supervisory positions on their shift, in their bid area  
45 only and may be upgraded to supervisory positions a maximum of sixty  
46 (60) work days in any calendar year, except employees transferred to an